

### **AMENDMENTS TO THE CLAIMS**

The following listing of claims will replace all prior versions and listings of claims in the application.

1. **(Currently Amended)** In a client-server environment, a method for facilitating the management of human resources compliance efforts, the method comprising:
  - generating a plurality of human resources compliance forms that substantially conform to predetermined legal criteria;
  - making the plurality of human resources compliance forms available to a client and in an order that is dynamically controlled at least in part by the legal criteria and status data corresponding to the client;
  - updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria; [[and]]
    - determining whether the change in the legal criteria requires a corresponding change in the order in which an updated human resources compliance form is presented to the client; and
  - making the updated human resources compliance form available to the client.
2. **(Original)** A method as recited in claim 1, wherein the plurality of human resources compliance forms includes:
  - a first rejection letter form;
  - a second rejection letter form;
  - a conditional acceptance letter form;
  - a drug screening authorization form;
  - background screening authorization form;
  - a third rejection letter form;
  - an intent-not-to-hire letter form; and
  - a new hire document.
3. **(Original)** A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee hiring.

4.       **(Original)**     A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee termination.

5.       **(Original)**     A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee training.

6.       **(Original)**     A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee compensation.

7.       **(Original)**     A method as recited in claim 1, wherein the status data corresponds to at least one of a client characteristic and an employee of the client.

8.       **(Original)**     A method as recited in claim 7 wherein generating the human resources compliance forms includes receiving the status data from the client.

9.       **(Original)**     A method as recited in claim 7, wherein the status data is received from a third party.

10.      **(Original)**     A method as recited in claim 7, wherein the status data is received from a third party resource.

11. **(Currently Amended)** A computer program product for use in a client-server environment, the computer program product comprising one or more computer-readable media having computer-executable instructions for implementing a method for facilitating the management of human resources compliance efforts, the method comprising:

generating a plurality of human resources compliance forms that substantially conform to predetermined legal criteria;

making the plurality of human resources compliance forms available to a client and in an order that is dynamically controlled at least in part by the legal criteria and status data corresponding to the client;

updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria; [[and]]

determining whether the change in the legal criteria requires a corresponding change in the order in which an updated human resources compliance form is presented to the client; and

making the updated human resources compliance form available to the client in an order that has been dynamically updated to accommodate the change in the legal criteria.

12. **(Withdrawn)** In a client-server environment, a method for managing human resources compliance, the method comprising:

receiving an employment application from a job applicant;

accepting the employment application if information provided in the employment application meets predetermined criteria, otherwise, rejecting the employment application;

accessing at least one of a plurality of human resource compliance forms that substantially conforms to predetermined legal criteria,

automatically generating, a first rejection letter by populating at least one data field of the first rejection letter form with information extracted from the employment application, if the employment application is rejected;

notifying the job applicant concerning a job interview, if the employment application is accepted;

automatically generating a second rejection letter by populating at least one data field of the second rejection letter form with information extracted from the employment application, if the job interview is unsuccessful;

automatically generating a conditional acceptance letter by populating at least one data field of the conditional acceptance letter form with information extracted from the employment application, if the job interview is successful;

automatically populating at least one field of each of the drug and background screening authorization forms with information extracted from the employment application;

automatically generating a third rejection letter by populating at least one data field of the third rejection letter form with information extracted from the employment application, if the drug screen or background screen is unsuccessful;

automatically generating an intent-not-to-hire letter by populating at least one data field of the intent-not-to-hire letter form with information extracted from the employment application, if the drug screen or background screen is unsuccessful; and

automatically populating at least one field of the new hire document if the drug screen and background screens are successful and the job applicant is hired.

13. **(Withdrawn)** A method as recited in claim 12, wherein the plurality of human resource compliance forms includes:

- first, second and third rejection letter forms;
- a conditional acceptance letter form;
- drug and background screening authorization forms;
- an intent-not-to-hire letter form; and
- a new hire document.

14. **(Withdrawn)** A method as recited in claim 12, wherein the application is received in an electronic format.

15. **(Currently Amended)** In a client-server environment, a user interface provided by a server for facilitating the management of human resources compliance efforts, the user interface comprising:

a first interface portion configured to provide a client access to a plurality of forms for use in a human resources process, wherein client access to the forms is controlled at least in part by legal criteria governing the human resources process, and wherein at least one of the forms is dynamically updated by the server to reflect changes in the legal criteria, and wherein an order in which the updated forms are made available to the client has been dynamically updated to accommodate the changes in the legal criteria;

a second interface portion configured to reflect changes in the legal criteria; and

a third interface portion configured to reflect status data of employees working for the client, the at least one updated form being customized for at least one of the employees based on the status of the at least one employee.

16. **(Original)** A user interface as recited in claim 15, wherein client access includes the ability of the client to modify data used to populate fields on the forms.

17. **(Original)** A user interface as recited in claim 15, wherein the forms are customized according to client characteristics.

18. **(Original)** A user interface as recited in claim 15, further including an interface portion configured to display training materials and to track training progress.

19-22. **(Canceled)**

23. **(Withdrawn)** A method for managing human resources compliance for employee compensation, the method comprising:

identifying different legally permissible compensation plans according to legal criteria governing employee compensation;

for a single employee, calculating different employee compensations based on the different legally permissible compensation plans, the different legally permissible compensation plans including:

at least a first compensation plan based on a salary pay schedule; and

at least a second compensation plan based on an hourly rate pay schedule;

and

selecting one of the compensation plans conforming to the legal criteria and client needs.

24. **(Withdrawn)** A method as recited in claim 23, wherein calculating different employee compensations includes calculating a regular rate of pay accounting for special incentives received by the employee in addition to a base pay.

25. **(Withdrawn)** A method as recited in claim 24, wherein the selection of one of the compensation plans is based at least in part on whether an employee is overtime exempt under the selected plan.

26. **(Withdrawn)** A method as recited in claim 23, wherein calculating different employee compensations further includes performing compensation analysis.

27. **(Withdrawn)** A method as recited in claim 26, wherein the compensation analysis is used to determine a desirable compensation for compensating an employee that is paid on commission.

28. **(Withdrawn)** A method as recited in claim 26, wherein the compensation analysis is used to determine a desirable compensation for compensating an employee that is paid by a flat-rate.

29. **(Previously Presented)** A method as recited in claim 1, wherein updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria comprises dynamically updating, in automatic response to a determination that a change in a law has occurred, at least one of the plurality of human resources compliance forms to accommodate the change in the law.

30. **(Previously Presented)** A method as recited in claim 1, wherein updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria comprises:

automatically determining that the change in a law created a conflict with an existing one of the plurality of human resources compliance forms; and

automatically updating the existing human resources compliance form to accommodate the change in the law.

31. **(Canceled)**

32. **(Previously Presented)** A method as recited in claim 1, further comprising:  
generating a notice regarding the change in the legal criteria; and  
making the notice available to the client.

33. **(Previously Presented)** A method as recited in claim 32, wherein the notice advises the client of the change in the legal criteria and instructs the client of the steps that should be taken to remain compliant with the change in the legal criteria.

34. **(Previously Presented)** A method as recited in claim 1, further comprising:  
auto-populating at least one of the human resources compliance forms with data specific to the client; and  
making the at least one auto-populated human resources compliance forms available to the client.



35.     **(New)** A method as recited in claim 1, wherein, if the change in the legal criteria requires a corresponding change in the order in which an updated human resources compliance form is presented to the client, the updated human resources compliance form is made available to the client in an order that has been dynamically updated to accommodate the change in the legal criteria.